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PAUKTUUTIT
INUIT WOMEN OF CANADA

Request for Proposals

National Action Plan on Gender-Based Violence:

Empowering Inuit Women in Leadership – An Environmental Scan and Needs Assessment

Issuing Office:

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Deadline for submissions: November 18, 2021

Statement of Work

Title

National Action Plan on Gender-based Violence: Empowering Inuit Women in Leadership: An Environmental Scan and Needs Assessment

Introduction

As the national voice for Inuit women in Canada, Pauktuutit fosters greater awareness of the needs of Inuit women, advocates for equality and social improvements, and encourages Inuit women's full participation in the community, regional and national life of Canada.

One component of advocating for the social, cultural, political and economic betterment of Inuit women, their families and communities is to ensure that the necessary policy tools are developed and applied in a manner that reflects the realities and needs of Inuit women. It is important that Inuit women be able to influence policies that affect their daily lives, to access programs and services that are available to help improve their quality of life, and to enjoy a quality of life that is comparable to other Canadian women. For this to happen we must foster gender equality as well as recognize leadership values among Inuit women.

Gender equality and diversity are fundamental to enhance the safety and security of Inuit women and children. The past half century has seen major advancements in gender equality and diversity in Canada. Although it is recognized that both Inuit men and women experience violence, research shows that Inuit women experience significantly higher rates of violence. The rate of violence experienced by Inuit women is 14 times the national average and is higher than that experience by any other group of women in Canada. This type of violence is rooted in the power inequality between women and men and is maintained by social norms and gender stereotypes. Due to the high levels of violence and gender inequity, Inuit women continue to be underrepresented in leadership roles.

Gender equality is important but does not happen automatically and requires informed advice and input. A substantive and equitable plan requires an ideological vision as well as action on the part of governments, businesses, and social groups. Gender equality considerations for Inuit women continue to be a priority for Pauktuutit Inuit Women of Canada to eradicate and address gender-based violence. It is our expectation that following this needs assessment and environmental scan we will provide concrete, evidence-based advice to inform progressive policies that will support Inuit women and will contribute to addressing and fighting gender-based violence, while increasing Inuit women's safety.

To achieve substantive and gender equality outcomes in Canada, Inuit women have the right to self-determination, gender-equity, and safety. Inuit women are in the best position to ensure Inuit-specific GBA+ framework that reflects distinct Inuit cultural values and practices. Organizations such as Pauktuutit Inuit Women of Canada, the regional Inuit women's organizations, and many community organizations have proven expertise and success in addressing the needs of community (Inuit women and their children). We need to adapt and

scale-up up these community-led best-practices and invest in the capacity of Inuit women to implement equitable solutions that have the greatest impact to address gender-based violence and support Inuit women to take up their leadership roles.

Goals of the Project

- To ensure the implementation of GBV (Gender Based Violence)+ framework to address violence and ensure safety of Inuit women.
- To increase equitable and diverse leadership opportunities to enhance the safety of Inuit women.
- To empower Inuit women and their democratic participation in their respective communities.

Objectives of the Project

The objective of this proposal is to request funding to address gendered-based violence against Inuit women by supporting the advancement of equitable opportunities that promote success and safety of Inuit women. The project embraces a solutions-based approach with a focus on the advancement of Inuit women's leadership. This will include activities such as a needs assessment, environmental scans, scoping and recommendations to increase Inuit women's leadership and advancement of safety in leadership roles.

Specific Scope of Requirement

Use a gender-based analysis lens to undertake an assessment that outlines gaps, barriers, and opportunities to increasing participation of Inuit women and girls in leadership and decision-making roles. The assessment will be informed by available research and data, engagement with community members and other relevant stakeholders, and other sources (as relevant).

By conducting this initial research and scan we anticipate finding answers to questions such as:

- What initiatives currently exist to encourage Inuit women and girls in leadership roles?
- What are the key gaps and/or barriers to the participation of Inuit women and girls in leadership?
- Are there specific gaps, barriers and needs for different communities?
- What are the opportunities and recommended actions to address identified gaps?

Based on the results of the assessment, the Pauktuutit may develop a further proposal to support Indigenous women and increase their leadership and democratic participation in their respective communities.

Deliverables, timelines and specifications:

Phase 1: Implementation

| Activity/Task | Description | Deliverable | Total project days and timeline | Cost |
|---------------------------------|---|---|---------------------------------------|------|
| Project start-up teleconference | A project start-up meeting to review project methodology, schedule, budget, and deliverables, including potential project contacts and information sources. | <ol style="list-style-type: none"> 1. Comprehensive workplan with corresponding tasks and assignments 2. Critical path 3. Risk management 4. Communication schedule 5. Approval schedule 6. Identification and contacts for all stakeholders and participants | 3.5 days Dec 6, 2021 – Dec 9, 2021 | |
| Finalize project | The workplan for the project will be finalized. | 1. Finalized workplan | | |

Phase 2: Research, Document Review, Key informant engagement

| Activity/Task | Description | Deliverable | Total project days and timeline | Cost |
|--|---|---|--|------|
| Conduct literature review | A literature review of relevant documents will be conducted, examining documents and reports. This would include resources, training, HR policies, affirmative action initiatives, legislation etc.... (how does this align with Inuit specific GBA+) | A completed literature review summary of the explored resources on the validity of existing approaches to Leadership for women, with a focus on Inuit women or Indigenous women | 29 days Dec 10, 2021 - January 14, 2022 | |
| Design and develop interview framework for key informants and stakeholders | An interview framework to gather information regarding capacity and leadership of Inuit women will be developed. The focus of the questions will be developed in collaboration with the project manager. | An interview framework for Inuit Women as well as for stakeholders to gather informative data about Inuit women in leadership. | | |

| Conduct interviews key stakeholders and community leaders across Canada | To engage community leaders, Inuit service providers and key informants in each of the Land Claim regions, in five urban regions and with Pauktuutit Inuit women board and delegate members. | A completed review summary. Data, key findings, and common themes across Canada | | |
|---|--|--|-------------------------------------|------|
| Draft a high-level summary of key findings and common themes | A high-level summary of key findings and common themes found during research will be drafted. | A high-level summary of key findings and common themes | | |
| Phase 3: Community | | | | |
| Activity/Task | Description | Deliverable | Total project days and timeline | Cost |
| Design and develop interview framework for Inuit women who are recognized as leaders (from phase 2) | An interview framework to gather information regarding leadership will be developed. The focus of the questions will be developed in collaboration with the project manager. | An interview framework to gather informative data about community needs for capacity to address Inuit leadership. | 17 days | |
| Conduct interviews with Inuit women in roles of leadership | Interviews will be conducted, once completed, the interviews will be written up for clarity and accuracy. | Data, key findings for each identified region. | January 15, 2022 - February 7, 2022 | |
| Draft a high-level summary of key findings and common themes | A high-level summary of key findings and common themes found during research will be drafted. | A high-level summary of key findings and common themes synthesizing all regional findings to form a national placemat, including a GBA+ analysis | | |
| Phase 4: Environmental scan | | | | |
| Activity/Task | Description | Deliverable | Total project days and timeline | Cost |
| Environmental scan of initiatives promoting leadership | What initiatives currently exist to encourage Inuit women and girls in leadership roles? | A summary of initiatives that will include possible key gaps and/or barriers to the participation of Inuit women and girls? | 11 days | |

| | | An initial analysis of the opportunities and recommended actions to address identified gaps? | February 7, 2022 - February 23, 2022 | |
|---|--|---|---|------|
| Environmental scan of Women in leadership roles across sectors | A comprehensive listing of Inuit women recognized in leadership across all jurisdictions and sectors. (a 10-year scan) | A summary of leadership (by the numbers) with potentially a “then and now” analysis if there is sufficient data | | |
| Data analysis of leadership of women | An analysis of data available on the positions of women (gender and wage gap analysis) | A summary of data | | |
| Phase 5: Reporting | | | | |
| Activity/Task | Description | Deliverable | Total project days and timeline | Cost |
| Draft comprehensive report on the results of research | The information collected in each of the phases, along with the high-level summary developed upon its conclusion, will be used to develop a more detailed report on the findings and key issues found during the research. | A comprehensive report of findings | 20 days February 23, 2022 - March 15, 2022 | |
| Develop a comprehensive proposal to support Inuit women in leadership addressing findings from the research. | A proposal will be developed to provide recommendations and options to better meet the needs and aspirations of Inuit and fill gaps identified. The goal of this document is to improve or enhance the participation of Inuit women in roles of leadership across Canada. <ul style="list-style-type: none"> • Advancing inclusive policies and practices: Address sexism and other barriers to gender equality at the organizational, governmental, legislative, and sectoral levels through the creation, modification or the removal of policies and practices • Encouraging more effective and equitable sharing of resources: Address how key | An evidence-based proposal for the advancement of leadership opportunities for Inuit women and girls. | | |

resources such as knowledge, information and funding are shared, mobilized, and redistributed to address barriers to equality

- Increasing networks and collaboration to accelerate systemic change: Build and strengthen partnerships to work across sectors and break down silos, with an aim to increase the reach, impact, and sustainability of gender equality efforts
- Supporting positive distribution of authority, voices, and decision-making power: Address unequal power structures to ensure those directly affected by gender inequality and with lived experiences are part of the dialogue and solution
- Addressing persistent harmful gender norms and attitudes: Challenge standard beliefs and assumptions (e.g., stereotypes) on how people should think, and act based on their gender and other intersecting identity factors

It is important for applicants to demonstrate an understanding of Inuit culture, the traditional and evolving nuances of Inuit women's roles, in addition to the indicators unique to Inuit women. It is important that indicators ensure equitable consideration of all Inuit women.

Applicants must also have extensive experience working with Inuit and Inuit led organizations. They must possess effective communication skills and methodology and have the proven expertise to produce culturally relevant work.

Timeline

The duration of the contract will be from Dec 1, 2021 to March 15, 2022.

- Bids accepted until Nov 18, 2021;
- Contract begins Dec 1, 2021;
- Contract ends March 15, 2022.

Pauktuutit's Roles and Responsibilities

The primary contact at Pauktuutit for this project is Cheryl Reid, Senior policy advisor, (creid@pauktuutit.ca). Pauktuutit commits to providing the information and materials necessary to complete the work and will respond to requests for information promptly.

Pauktuutit will provide all applicants with a final decision within five business days following the submission deadline.

Confidentiality, Privacy and Copyright

The successful applicant shall not disclose to any party any confidential information gained or resulting from activities undertaken under this project, nor shall the applicant disclose any information concerning Pauktuutit or their affairs while working on this project.

Pauktuutit and the successful applicant will agree to acknowledge and accord appropriate credit for each other's contribution to this project, including any products developed and disseminated as a result. Both parties will agree on how credit is attributed, depending on the nature and degree of each organization's contribution.

Pauktuutit retains ownership of all materials and intellectual property created, designed, or produced because of activities undertaken by the successful applicant when awarded this project.

The successful applicant will generate original work for this project.

Proposal Instructions

- Applicants must submit their company name, and confirm their incorporation, references, and/or portfolio;
- Submit by email to creid@pauktuutit.ca;
- All submissions must be in Word or PDF format; and
- Estimates/budgets must remain firm until March 31, 2022.

No payment will be made for costs incurred in the preparation and submission of a proposal in response to this RFP;

- No costs incurred before receipt of a signed contract can be charged to the proposed contract;
- Travel that may be required will be separate from this scope of work budget and will be paid for by Pauktuutit; and,
- Pauktuutit reserves the right not to award a contract because of this RFP.

Budget

The proposal must include:

- A detailed budget not to exceed \$78,535 including HST and demonstrates the objectives and deliverables for the project can be met;
- Indicate the billing rate;
- List any other expenses that might be applicable; and.
- The total bid MUST include 13% HST tax.

Rights of the Organization

Pauktuutit reserves the right to:

- Enter negotiations with one or more bidders on any or all aspects of this proposal;
- Accept any proposal in whole or in part;
- Cancel and/or re-issue this requirement at any time;
- Award one or more contracts; and
- verify any or all information provided by the bidder regarding this requirement.

Contact Information

Please direct the application to:

Cheryl Reid

Senior Policy Advisor

Pauktuutit Inuit Women of Canada

520 – 1 Nicholas St., Ottawa ON K1N 7B7

creid@pauktuutit.ca